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**M E M O R A N D U M**

**TO: HEADS OF DEPARTMENTS AND AGENCIES IN THE STATE SERVICE**

**FROM: DEBORAH E. STORY, COMMISSIONER  
DEPARTMENT OF HUMAN RESOURCES**

**M.D. GOETZ, JR., COMMISSIONER  
DEPARTMENT OF FINANCE AND ADMINISTRATION**

**DATE: JUNE 20, 2007**

**SUBJECT: FISCAL YEAR 2007-08 POLICY ON EMPLOYEE SALARY COMPRESSION**

The following establishes policy for the distribution of funds authorized in the 2007 Appropriations Bill, when signed into law by the Governor, for the purpose of addressing employee salary compression. The policy covers basic guidelines for implementing the plan recommended in the October 28, 2005, *Department of Personnel and Tennessee State Employees Association Joint Study of Salary Compression* report, as well as specific guidelines for Fiscal Year 2007-08.

**Plan Implementation Guidelines**

Covered employees include all regular, interim and seasonal full-time employees in job classifications with salary grades 5 through 43 and in job classifications included in the Information Technology Compensation Plan. The plan provides for dividing the ranges of each salary grade into 14 increments (15 steps) and placing each employee on the step in his or her class salary range corresponding with the employee's total years of state service in accordance with the following schedule:

<u>Step</u>	<u>Years of Service</u>	<u>Step</u>	<u>Years of Service</u>
1	< 2	9	18 to < 21
2	2 to < 4	10	21 to < 24
3	4 to < 6	11	24 to < 27
4	6 to < 8	12	27 to < 30
5	8 to < 10	13	30 +
6	10 to < 12	14	-
7	12 to < 15	15	-
8	15 to < 18		

Attachment A provides the rate schedule for full compression plan implementation for salary grades 5 through 43 and Attachment B provides the rate schedule for Information Technology classes. Employees currently compensated above the rates on the schedule corresponding to their length of service will not be eligible for a compression adjustment. No employee shall receive more than a \$10,000 annual increase as a result of full compression plan implementation.

### **Fiscal Year 2007-08 Implementation**

Funds appropriated in Fiscal Year 2007-08 to address employee salary compression cover an additional one-third of the cost of full implementation. Accordingly, in Fiscal Year 2007-08, employees are eligible to receive 50% of the amount they would be due if compression plan guidelines were fully implemented. No employee shall receive more than \$3,400 annually (\$283 monthly) as a result of Fiscal Year 2007-08 compression plan implementation.

In order to receive a compression adjustment, employees must be actively employed (not on terminal leave) on June 30, 2007. Compression adjustments are based on each employee's job classification, salary grade and length of state service as of June 30 and will follow implementation of the 3% general increase.

### **Calculating Compression Adjustments for Eligible Employees**

The following method shall be used for calculating Fiscal Year 2007-08 compression salary adjustments:

Calculate the difference between each employee's monthly salary after the 3% general increase and the monthly salary on the rate schedule provided in Attachment A or B corresponding to the employee's June 30 length of state service and class salary grade. Multiply this difference by 50% (.50) up to a maximum of \$283 (\$3,400 annualized). The result represents 50% of remaining full implementation and is the monthly increase the employee is eligible to receive from Fiscal Year 2007-08 compression plan implementation. Attachment C provides examples of how this method is applied.

When rounding monthly amounts to the nearest whole dollar, the decimal should be taken to thousandths. If the decimal is .495 or greater, the results should be rounded up to the nearest whole dollar. If the decimal is .494 or less the results should be rounded down to the nearest whole dollar. For example, if the monthly salary is \$2,084.495, the salary should be rounded up to \$2,085. If the monthly salary is \$2,084.494, the salary should be rounded down to \$2,084.

It is important to note that any compression adjustment will be calculated using the employee's salary as of June 30, 2007 after the 3% general increase has been applied, the salary range associated with their current job classification and their state service as of June 30, 2007.

Pay differentials, however, must be removed to calculate the compression adjustment and then added back to employee salaries. Pay differentials include working out of class, assignment differentials and shift differentials.

### **Denial of Compression Adjustments Based on Performance**

Employees who are ineligible for the 3% increase and compression adjustment due to unsatisfactory performance should be notified in writing of the denial and provided with a detailed explanation of the reasons for the denial. Employees whose increases are being denied have the opportunity to respond to

the department or agency head, either orally or in writing. If the department or agency head sustains the denial, a letter documenting this decision must be sent to the Commissioner of the Department of Human Resources by July 9, 2007. Should the employee's performance improve to a satisfactory level later in the fiscal year, the employee must be given the 3% increase and the full monthly compression adjustment the employee was scheduled to receive in FY 2007-08 effective at the beginning of the pay period following the improved performance, no later than June 16, 2008. The appointing authority must submit written documentation supporting the employee's improved performance before the increase will be processed.

### **Denial or Reduction of Compression Adjustments for Executive Service Employees**

Compression adjustments for executive service employees may be denied or reduced by the employees' appointing authority for reasons other than performance. The impact that the compression plan has on existing salary relationships within each agency's executive service workforce should be reviewed to determine if the projected compression rates are acceptable within the agency's organization. Each agency will receive a report listing all executive service employees and their projected compression adjustments, if applicable, within the next few days in order to assist with the review process. If implementation of the plan negatively impacts these relationships, the compression adjustments may be denied or reduced. In order to deny or reduce a compression adjustment the appointing authority must submit a letter to the Commissioner of the Department of Human Resources indicating the reasons for the denial or reduction by July 9, 2007.

Guidelines for processing Fiscal Year 2007-08 compression adjustments will be addressed in a separate memorandum to agency personnel officers.

DES:MDG:PL

copy: Human Resource Officers

**RATE SCHEDULE - FULL SALARY COMPRESSION PLAN IMPLEMENTATION**  
**ADJUSTED BY 3% FOR FY 2007-08 ACROSS-THE-BOARD INCREASE**  
**EFFECTIVE JULY 1, 2007**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
<b>Grade</b>	< 2 years	2 to < 4 years	4 to < 6 years	6 to < 8 years	8 to < 10 years	10 to < 12 years	12 to < 15 years	15 to < 18 years	18 to < 21 years	21 to < 24 years	24 to < 27 years	27 to < 30 years	30+ years		
005	\$1,147	\$1,199	\$1,251	\$1,303	\$1,355	\$1,407	\$1,459	\$1,511	\$1,563	\$1,615	\$1,667	\$1,719	\$1,771	\$1,823	\$1,870
006	\$1,199	\$1,252	\$1,305	\$1,358	\$1,411	\$1,464	\$1,517	\$1,570	\$1,623	\$1,676	\$1,719	\$1,782	\$1,835	\$1,888	\$1,946
007	\$1,259	\$1,313	\$1,367	\$1,421	\$1,475	\$1,529	\$1,583	\$1,637	\$1,691	\$1,745	\$1,799	\$1,853	\$1,907	\$1,961	\$2,020
008	\$1,316	\$1,373	\$1,430	\$1,487	\$1,544	\$1,601	\$1,658	\$1,715	\$1,772	\$1,829	\$1,886	\$1,943	\$2,000	\$2,057	\$2,107
009	\$1,377	\$1,436	\$1,495	\$1,554	\$1,613	\$1,672	\$1,731	\$1,790	\$1,849	\$1,908	\$1,967	\$2,026	\$2,085	\$2,144	\$2,203
010	\$1,438	\$1,500	\$1,562	\$1,624	\$1,686	\$1,748	\$1,810	\$1,872	\$1,934	\$1,996	\$2,058	\$2,120	\$2,182	\$2,244	\$2,300
011	\$1,505	\$1,569	\$1,633	\$1,697	\$1,761	\$1,825	\$1,889	\$1,953	\$2,017	\$2,081	\$2,145	\$2,209	\$2,273	\$2,337	\$2,407
012	\$1,575	\$1,642	\$1,709	\$1,776	\$1,843	\$1,910	\$1,977	\$2,044	\$2,111	\$2,178	\$2,245	\$2,312	\$2,379	\$2,446	\$2,518
013	\$1,648	\$1,719	\$1,790	\$1,861	\$1,932	\$2,003	\$2,074	\$2,145	\$2,216	\$2,287	\$2,358	\$2,429	\$2,500	\$2,571	\$2,637
014	\$1,718	\$1,792	\$1,866	\$1,940	\$2,014	\$2,088	\$2,162	\$2,236	\$2,310	\$2,384	\$2,458	\$2,532	\$2,606	\$2,680	\$2,748
015	\$1,790	\$1,867	\$1,944	\$2,021	\$2,098	\$2,175	\$2,252	\$2,329	\$2,406	\$2,483	\$2,560	\$2,637	\$2,714	\$2,791	\$2,863
016	\$1,863	\$1,943	\$2,023	\$2,103	\$2,183	\$2,263	\$2,343	\$2,423	\$2,503	\$2,583	\$2,663	\$2,743	\$2,823	\$2,903	\$2,981
017	\$1,942	\$2,025	\$2,108	\$2,191	\$2,274	\$2,357	\$2,440	\$2,523	\$2,606	\$2,689	\$2,772	\$2,855	\$2,938	\$3,021	\$3,106
018	\$2,024	\$2,111	\$2,198	\$2,285	\$2,372	\$2,459	\$2,546	\$2,633	\$2,720	\$2,807	\$2,894	\$2,981	\$3,068	\$3,155	\$3,239
019	\$2,110	\$2,200	\$2,290	\$2,380	\$2,470	\$2,560	\$2,650	\$2,740	\$2,830	\$2,920	\$3,010	\$3,100	\$3,190	\$3,280	\$3,375
020	\$2,198	\$2,292	\$2,386	\$2,480	\$2,574	\$2,668	\$2,762	\$2,856	\$2,950	\$3,044	\$3,138	\$3,232	\$3,326	\$3,420	\$3,516
021	\$2,292	\$2,390	\$2,488	\$2,586	\$2,684	\$2,782	\$2,880	\$2,978	\$3,076	\$3,174	\$3,272	\$3,370	\$3,468	\$3,566	\$3,667
022	\$2,391	\$2,493	\$2,595	\$2,697	\$2,799	\$2,901	\$3,003	\$3,105	\$3,207	\$3,309	\$3,411	\$3,513	\$3,615	\$3,717	\$3,824
023	\$2,492	\$2,599	\$2,706	\$2,813	\$2,920	\$3,027	\$3,134	\$3,241	\$3,348	\$3,455	\$3,562	\$3,669	\$3,776	\$3,883	\$3,987
024	\$2,594	\$2,705	\$2,816	\$2,927	\$3,038	\$3,149	\$3,260	\$3,371	\$3,482	\$3,593	\$3,704	\$3,815	\$3,926	\$4,037	\$4,150
025	\$2,707	\$2,823	\$2,939	\$3,055	\$3,171	\$3,287	\$3,403	\$3,519	\$3,635	\$3,751	\$3,867	\$3,983	\$4,099	\$4,215	\$4,330
026	\$2,824	\$2,945	\$3,066	\$3,187	\$3,308	\$3,429	\$3,550	\$3,671	\$3,792	\$3,913	\$4,034	\$4,155	\$4,276	\$4,397	\$4,519
027	\$2,950	\$3,077	\$3,204	\$3,331	\$3,458	\$3,585	\$3,712	\$3,839	\$3,966	\$4,093	\$4,220	\$4,347	\$4,474	\$4,601	\$4,722
028	\$3,081	\$3,213	\$3,345	\$3,477	\$3,609	\$3,741	\$3,873	\$4,005	\$4,137	\$4,269	\$4,401	\$4,533	\$4,665	\$4,797	\$4,929
029	\$3,221	\$3,359	\$3,497	\$3,635	\$3,773	\$3,911	\$4,049	\$4,187	\$4,325	\$4,463	\$4,601	\$4,739	\$4,877	\$5,015	\$5,154
030	\$3,351	\$3,495	\$3,639	\$3,783	\$3,927	\$4,071	\$4,215	\$4,359	\$4,503	\$4,647	\$4,791	\$4,935	\$5,079	\$5,223	\$5,361
031	\$3,486	\$3,635	\$3,784	\$3,933	\$4,082	\$4,231	\$4,380	\$4,529	\$4,678	\$4,827	\$4,976	\$5,125	\$5,274	\$5,423	\$5,576
032	\$3,620	\$3,775	\$3,930	\$4,085	\$4,240	\$4,395	\$4,550	\$4,705	\$4,860	\$5,015	\$5,170	\$5,325	\$5,480	\$5,635	\$5,794
033	\$3,763	\$3,924	\$4,085	\$4,246	\$4,407	\$4,568	\$4,729	\$4,890	\$5,051	\$5,212	\$5,373	\$5,534	\$5,695	\$5,856	\$6,020
034	\$3,957	\$4,127	\$4,297	\$4,467	\$4,637	\$4,807	\$4,977	\$5,147	\$5,317	\$5,487	\$5,657	\$5,827	\$5,997	\$6,167	\$6,331
035	\$4,135	\$4,312	\$4,489	\$4,666	\$4,843	\$5,020	\$5,197	\$5,374	\$5,551	\$5,728	\$5,905	\$6,082	\$6,259	\$6,436	\$6,617
036	\$4,324	\$4,509	\$4,694	\$4,879	\$5,064	\$5,249	\$5,434	\$5,619	\$5,804	\$5,989	\$6,174	\$6,359	\$6,544	\$6,729	\$6,920
037	\$4,518	\$4,712	\$4,906	\$5,100	\$5,294	\$5,488	\$5,682	\$5,876	\$6,070	\$6,264	\$6,458	\$6,652	\$6,846	\$7,040	\$7,228
038	\$4,722	\$4,924	\$5,126	\$5,328	\$5,530	\$5,732	\$5,934	\$6,136	\$6,338	\$6,540	\$6,742	\$6,944	\$7,146	\$7,348	\$7,554
039	\$4,935	\$5,146	\$5,357	\$5,568	\$5,779	\$5,990	\$6,201	\$6,412	\$6,623	\$6,834	\$7,045	\$7,256	\$7,467	\$7,678	\$7,895
040	\$5,155	\$5,376	\$5,597	\$5,818	\$6,039	\$6,260	\$6,481	\$6,702	\$6,923	\$7,144	\$7,365	\$7,586	\$7,807	\$8,028	\$8,247
041	\$5,385	\$5,616	\$5,847	\$6,078	\$6,309	\$6,540	\$6,771	\$7,002	\$7,233	\$7,464	\$7,695	\$7,926	\$8,157	\$8,388	\$8,617
042	\$5,629	\$5,870	\$6,111	\$6,352	\$6,593	\$6,834	\$7,075	\$7,316	\$7,557	\$7,798	\$8,039	\$8,280	\$8,521	\$8,762	\$9,007
043	\$5,883	\$6,135	\$6,387	\$6,639	\$6,891	\$7,143	\$7,395	\$7,647	\$7,899	\$8,151	\$8,403	\$8,655	\$8,907	\$9,159	\$9,414

**RATE SCHEDULE - FULL SALARY COMPRESSION PLAN IMPLEMENTATION FOR INFORMATION TECHNOLOGY CLASSES**  
**ADJUSTED BY 3% FOR FY 2007-08 ACROSS-THE-BOARD INCREASE**  
**EFFECTIVE JULY 1, 2007**

CLASSIFICATION	Step 1 < 2 years	Step 2 2 to <4 years	Step 3 4 to < 6 years	Step 4 6 to < 8 years	Step 5 8 to < 10 years	Step 6 10 to < 12 years	Step 7 12 to < 15 years	Step 8 15 to < 18 years	Step 9 18 to < 21 years	Step 10 21 to < 24 years	Step 11 24 to < 27 years	Step 12 27 to < 30 years	Step 13 30+ years	Step 14	Step 15
CAB IN SP 1	\$3,563	\$3,716	\$3,869	\$4,022	\$4,175	\$4,328	\$4,481	\$4,634	\$4,787	\$4,940	\$5,093	\$5,246	\$5,399	\$5,552	\$5,700
CAB IN SP 2	\$3,889	\$4,056	\$4,223	\$4,390	\$4,557	\$4,724	\$4,891	\$5,058	\$5,225	\$5,392	\$5,559	\$5,726	\$5,893	\$6,060	\$6,223
CMP OP 1	\$1,601	\$1,670	\$1,739	\$1,808	\$1,877	\$1,946	\$2,015	\$2,084	\$2,153	\$2,222	\$2,291	\$2,360	\$2,429	\$2,498	\$2,561
CMP OP MGR 1	\$2,767	\$2,886	\$3,005	\$3,124	\$3,243	\$3,362	\$3,481	\$3,600	\$3,719	\$3,838	\$3,957	\$4,076	\$4,195	\$4,314	\$4,427
CMP OP MGR 2	\$2,886	\$3,010	\$3,134	\$3,258	\$3,382	\$3,506	\$3,630	\$3,754	\$3,878	\$4,002	\$4,126	\$4,250	\$4,374	\$4,498	\$4,617
CMP OP MGR 3	\$3,280	\$3,421	\$3,562	\$3,703	\$3,844	\$3,985	\$4,126	\$4,267	\$4,408	\$4,549	\$4,690	\$4,831	\$4,972	\$5,113	\$5,247
CMP OP MGR 4	\$3,573	\$3,726	\$3,879	\$4,032	\$4,185	\$4,338	\$4,491	\$4,644	\$4,797	\$4,950	\$5,103	\$5,256	\$5,409	\$5,562	\$5,718
CMP OP SUPV	\$2,251	\$2,347	\$2,443	\$2,539	\$2,635	\$2,731	\$2,827	\$2,923	\$3,019	\$3,115	\$3,211	\$3,307	\$3,403	\$3,499	\$3,601
COMMU S AN 2	\$2,655	\$2,769	\$2,883	\$2,997	\$3,111	\$3,225	\$3,339	\$3,453	\$3,567	\$3,681	\$3,795	\$3,909	\$4,023	\$4,137	\$4,249
COMMU S AN 3	\$2,886	\$3,010	\$3,134	\$3,258	\$3,382	\$3,506	\$3,630	\$3,754	\$3,878	\$4,002	\$4,126	\$4,250	\$4,374	\$4,498	\$4,617
COMMU S AN 4	\$3,280	\$3,421	\$3,562	\$3,703	\$3,844	\$3,985	\$4,126	\$4,267	\$4,408	\$4,549	\$4,690	\$4,831	\$4,972	\$5,113	\$5,247
DB ADMIN 2*	\$3,826	\$3,990	\$4,154	\$4,318	\$4,482	\$4,646	\$4,810	\$4,974	\$5,138	\$5,302	\$5,466	\$5,630	\$5,794	\$5,958	\$6,122
DB ADMIN 3	\$4,553	\$4,748	\$4,943	\$5,138	\$5,333	\$5,528	\$5,723	\$5,918	\$6,113	\$6,308	\$6,503	\$6,698	\$6,893	\$7,088	\$7,284
DB ADMIN 4	\$4,921	\$5,132	\$5,343	\$5,554	\$5,765	\$5,976	\$6,187	\$6,398	\$6,609	\$6,820	\$7,031	\$7,242	\$7,453	\$7,664	\$7,874
DST CMP OP 2	\$1,748	\$1,823	\$1,898	\$1,973	\$2,048	\$2,123	\$2,198	\$2,273	\$2,348	\$2,423	\$2,498	\$2,573	\$2,648	\$2,723	\$2,797
DST CMP OP 3	\$1,829	\$1,907	\$1,985	\$2,063	\$2,141	\$2,219	\$2,297	\$2,375	\$2,453	\$2,531	\$2,609	\$2,687	\$2,765	\$2,843	\$2,926
GIS ANA 1	\$3,110	\$3,243	\$3,376	\$3,509	\$3,642	\$3,775	\$3,908	\$4,041	\$4,174	\$4,307	\$4,440	\$4,573	\$4,706	\$4,839	\$4,976
GIS ANA 2	\$3,521	\$3,672	\$3,823	\$3,974	\$4,125	\$4,276	\$4,427	\$4,578	\$4,729	\$4,880	\$5,031	\$5,182	\$5,333	\$5,484	\$5,632
GIS ANA 3	\$4,173	\$4,352	\$4,531	\$4,710	\$4,889	\$5,068	\$5,247	\$5,426	\$5,605	\$5,784	\$5,963	\$6,142	\$6,321	\$6,500	\$6,676
GIS MGR 1	\$4,553	\$4,748	\$4,943	\$5,138	\$5,333	\$5,528	\$5,723	\$5,918	\$6,113	\$6,308	\$6,503	\$6,698	\$6,893	\$7,088	\$7,284
GIS MGR 2	\$4,921	\$5,132	\$5,343	\$5,554	\$5,765	\$5,976	\$6,187	\$6,398	\$6,609	\$6,820	\$7,031	\$7,242	\$7,453	\$7,664	\$7,874
GIS TC 1	\$2,559	\$2,669	\$2,779	\$2,889	\$2,999	\$3,109	\$3,219	\$3,329	\$3,439	\$3,549	\$3,659	\$3,769	\$3,879	\$3,989	\$4,094
GIS TC 2	\$2,891	\$3,015	\$3,139	\$3,263	\$3,387	\$3,511	\$3,635	\$3,759	\$3,883	\$4,007	\$4,131	\$4,255	\$4,379	\$4,503	\$4,626
GIS TC MGR 1	\$3,723	\$3,883	\$4,043	\$4,203	\$4,363	\$4,523	\$4,683	\$4,843	\$5,003	\$5,163	\$5,323	\$5,483	\$5,643	\$5,803	\$5,958
GIS TC MGR 2	\$4,227	\$4,408	\$4,589	\$4,770	\$4,951	\$5,132	\$5,313	\$5,494	\$5,675	\$5,856	\$6,037	\$6,218	\$6,399	\$6,580	\$6,762
GIS TC SV 1	\$3,146	\$3,281	\$3,416	\$3,551	\$3,686	\$3,821	\$3,956	\$4,091	\$4,226	\$4,361	\$4,496	\$4,631	\$4,766	\$4,901	\$5,033
GIS TC SV 2	\$3,563	\$3,716	\$3,869	\$4,022	\$4,175	\$4,328	\$4,481	\$4,634	\$4,787	\$4,940	\$5,093	\$5,246	\$5,399	\$5,552	\$5,700
IN RES SP 2	\$2,891	\$3,015	\$3,139	\$3,263	\$3,387	\$3,511	\$3,635	\$3,759	\$3,883	\$4,007	\$4,131	\$4,255	\$4,379	\$4,503	\$4,626
IN RES SP 3	\$3,146	\$3,281	\$3,416	\$3,551	\$3,686	\$3,821	\$3,956	\$4,091	\$4,226	\$4,361	\$4,496	\$4,631	\$4,766	\$4,901	\$5,033
IN RES SP 4	\$3,563	\$3,716	\$3,869	\$4,022	\$4,175	\$4,328	\$4,481	\$4,634	\$4,787	\$4,940	\$5,093	\$5,246	\$5,399	\$5,552	\$5,700
IN RES SP 5	\$3,889	\$4,056	\$4,223	\$4,390	\$4,557	\$4,724	\$4,891	\$5,058	\$5,225	\$5,392	\$5,559	\$5,726	\$5,893	\$6,060	\$6,223
IN SY SPEC 2	\$3,016	\$3,145	\$3,274	\$3,403	\$3,532	\$3,661	\$3,790	\$3,919	\$4,048	\$4,177	\$4,306	\$4,435	\$4,564	\$4,693	\$4,826
IN SY SPEC 3	\$3,563	\$3,716	\$3,869	\$4,022	\$4,175	\$4,328	\$4,481	\$4,634	\$4,787	\$4,940	\$5,093	\$5,246	\$5,399	\$5,552	\$5,700
IN SY SPEC 4	\$4,065	\$4,239	\$4,413	\$4,587	\$4,761	\$4,935	\$5,109	\$5,283	\$5,457	\$5,631	\$5,805	\$5,979	\$6,153	\$6,327	\$6,504
IN SY TCH MG	\$5,560	\$5,798	\$6,036	\$6,274	\$6,512	\$6,750	\$6,988	\$7,226	\$7,464	\$7,702	\$7,940	\$8,178	\$8,416	\$8,654	\$8,898
INFO SY AN 2	\$2,891	\$3,015	\$3,139	\$3,263	\$3,387	\$3,511	\$3,635	\$3,759	\$3,883	\$4,007	\$4,131	\$4,255	\$4,379	\$4,503	\$4,626
INFO SY AN 3	\$3,146	\$3,281	\$3,416	\$3,551	\$3,686	\$3,821	\$3,956	\$4,091	\$4,226	\$4,361	\$4,496	\$4,631	\$4,766	\$4,901	\$5,033
INFO SY AN 4	\$3,563	\$3,716	\$3,869	\$4,022	\$4,175	\$4,328	\$4,481	\$4,634	\$4,787	\$4,940	\$5,093	\$5,246	\$5,399	\$5,552	\$5,700
INFO SY AN S	\$3,723	\$3,883	\$4,043	\$4,203	\$4,363	\$4,523	\$4,683	\$4,843	\$5,003	\$5,163	\$5,323	\$5,483	\$5,643	\$5,803	\$5,958
INFO SY ASST	\$1,906	\$1,988	\$2,070	\$2,152	\$2,234	\$2,316	\$2,398	\$2,480	\$2,562	\$2,644	\$2,726	\$2,808	\$2,890	\$2,972	\$3,049
IN SY INST 3	\$3,280	\$3,421	\$3,562	\$3,703	\$3,844	\$3,985	\$4,126	\$4,267	\$4,408	\$4,549	\$4,690	\$4,831	\$4,972	\$5,113	\$5,247

**RATE SCHEDULE - FULL SALARY COMPRESSION PLAN IMPLEMENTATION FOR INFORMATION TECHNOLOGY CLASSES**  
**ADJUSTED BY 3% FOR FY 2007-08 ACROSS-THE-BOARD INCREASE**  
**EFFECTIVE JULY 1, 2007**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
CLASSIFICATION	< 2 years	2 to <4 years	4 to < 6 years	6 to < 8 years	8 to < 10 years	10 to < 12 years	12 to < 15 years	15 to < 18 years	18 to < 21 years	21 to < 24 years	24 to < 27 years	27 to < 30 years	30+ years		
INFO SYS ASSOC (A)	\$2,983	\$3,111	\$3,239	\$3,367	\$3,495	\$3,623	\$3,751	\$3,879	\$4,007	\$4,135	\$4,263	\$4,391	\$4,519	\$4,647	\$4,773
INFO SYS ASSOC (B)	\$2,664	\$2,778	\$2,892	\$3,006	\$3,120	\$3,234	\$3,348	\$3,462	\$3,576	\$3,690	\$3,804	\$3,918	\$4,032	\$4,146	\$4,263
INFO SYS ASSOC (C)	\$2,345	\$2,446	\$2,547	\$2,648	\$2,749	\$2,850	\$2,951	\$3,052	\$3,153	\$3,254	\$3,355	\$3,456	\$3,557	\$3,658	\$3,753
INFO SY CON	\$4,065	\$4,239	\$4,413	\$4,587	\$4,761	\$4,935	\$5,109	\$5,283	\$5,457	\$5,631	\$5,805	\$5,979	\$6,153	\$6,327	\$6,504
INFO SY D ES	\$4,993	\$5,207	\$5,421	\$5,635	\$5,849	\$6,063	\$6,277	\$6,491	\$6,705	\$6,919	\$7,133	\$7,347	\$7,561	\$7,775	\$7,990
INFO SY DR 1	\$4,227	\$4,408	\$4,589	\$4,770	\$4,951	\$5,132	\$5,313	\$5,494	\$5,675	\$5,856	\$6,037	\$6,218	\$6,399	\$6,580	\$6,762
INFO SY DR 2	\$4,569	\$4,765	\$4,961	\$5,157	\$5,353	\$5,549	\$5,745	\$5,941	\$6,137	\$6,333	\$6,529	\$6,725	\$6,921	\$7,117	\$7,311
INFO SY DR 3	\$4,756	\$4,960	\$5,164	\$5,368	\$5,572	\$5,776	\$5,980	\$6,184	\$6,388	\$6,592	\$6,796	\$7,000	\$7,204	\$7,408	\$7,610
INFO SY DR 4	\$5,219	\$5,443	\$5,667	\$5,891	\$6,115	\$6,339	\$6,563	\$6,787	\$7,011	\$7,235	\$7,459	\$7,683	\$7,907	\$8,131	\$8,349
INFO SY MG 1	\$4,065	\$4,239	\$4,413	\$4,587	\$4,761	\$4,935	\$5,109	\$5,283	\$5,457	\$5,631	\$5,805	\$5,979	\$6,153	\$6,327	\$6,504
INFO SY MG 2	\$4,227	\$4,408	\$4,589	\$4,770	\$4,951	\$5,132	\$5,313	\$5,494	\$5,675	\$5,856	\$6,037	\$6,218	\$6,399	\$6,580	\$6,762
INFO SY MG 3	\$4,398	\$4,587	\$4,776	\$4,965	\$5,154	\$5,343	\$5,532	\$5,721	\$5,910	\$6,099	\$6,288	\$6,477	\$6,666	\$6,855	\$7,038
INFO SY MG 4	\$4,569	\$4,765	\$4,961	\$5,157	\$5,353	\$5,549	\$5,745	\$5,941	\$6,137	\$6,333	\$6,529	\$6,725	\$6,921	\$7,117	\$7,311
MNF CMP OP 2	\$2,079	\$2,168	\$2,257	\$2,346	\$2,435	\$2,524	\$2,613	\$2,702	\$2,791	\$2,880	\$2,969	\$3,058	\$3,147	\$3,236	\$3,325
MNF CMP OP 3	\$2,168	\$2,261	\$2,354	\$2,447	\$2,540	\$2,633	\$2,726	\$2,819	\$2,912	\$3,005	\$3,098	\$3,191	\$3,284	\$3,377	\$3,469
MNF CMP TC 1	\$2,353	\$2,454	\$2,555	\$2,656	\$2,757	\$2,858	\$2,959	\$3,060	\$3,161	\$3,262	\$3,363	\$3,464	\$3,565	\$3,666	\$3,763
MNF CMP TC 2	\$2,664	\$2,778	\$2,892	\$3,006	\$3,120	\$3,234	\$3,348	\$3,462	\$3,576	\$3,690	\$3,804	\$3,918	\$4,032	\$4,146	\$4,263
NTWK TC SP 3	\$3,010	\$3,139	\$3,268	\$3,397	\$3,526	\$3,655	\$3,784	\$3,913	\$4,042	\$4,171	\$4,300	\$4,429	\$4,558	\$4,687	\$4,815
NTWK TC SP 4	\$3,422	\$3,569	\$3,716	\$3,863	\$4,010	\$4,157	\$4,304	\$4,451	\$4,598	\$4,745	\$4,892	\$5,039	\$5,186	\$5,333	\$5,474
OFF AUT SP	\$2,069	\$2,158	\$2,247	\$2,336	\$2,425	\$2,514	\$2,603	\$2,692	\$2,781	\$2,870	\$2,959	\$3,048	\$3,137	\$3,226	\$3,310
OIR DIR 1	\$5,219	\$5,443	\$5,667	\$5,891	\$6,115	\$6,339	\$6,563	\$6,787	\$7,011	\$7,235	\$7,459	\$7,683	\$7,907	\$8,131	\$8,349
OIR DIR 2	\$6,224	\$6,491	\$6,758	\$7,025	\$7,292	\$7,559	\$7,826	\$8,093	\$8,360	\$8,627	\$8,894	\$9,161	\$9,428	\$9,695	\$9,959
PRG AN 2	\$3,376	\$3,521	\$3,666	\$3,811	\$3,956	\$4,101	\$4,246	\$4,391	\$4,536	\$4,681	\$4,826	\$4,971	\$5,116	\$5,261	\$5,403
PRG AN 3	\$3,826	\$3,990	\$4,154	\$4,318	\$4,482	\$4,646	\$4,810	\$4,974	\$5,138	\$5,302	\$5,466	\$5,630	\$5,794	\$5,958	\$6,122
PRG AN 4	\$4,355	\$4,542	\$4,729	\$4,916	\$5,103	\$5,290	\$5,477	\$5,664	\$5,851	\$6,038	\$6,225	\$6,412	\$6,599	\$6,786	\$6,968
PRG AN S	\$4,553	\$4,748	\$4,943	\$5,138	\$5,333	\$5,528	\$5,723	\$5,918	\$6,113	\$6,308	\$6,503	\$6,698	\$6,893	\$7,088	\$7,284
RAD COMM T 1	\$2,159	\$2,252	\$2,345	\$2,438	\$2,531	\$2,624	\$2,717	\$2,810	\$2,903	\$2,996	\$3,089	\$3,182	\$3,275	\$3,368	\$3,455
RAD COMM T 2	\$2,545	\$2,654	\$2,763	\$2,872	\$2,981	\$3,090	\$3,199	\$3,308	\$3,417	\$3,526	\$3,635	\$3,744	\$3,853	\$3,962	\$4,072
RAD COMM T 3	\$2,767	\$2,886	\$3,005	\$3,124	\$3,243	\$3,362	\$3,481	\$3,600	\$3,719	\$3,838	\$3,957	\$4,076	\$4,195	\$4,314	\$4,427
RAD COMM T S	\$3,138	\$3,273	\$3,408	\$3,543	\$3,678	\$3,813	\$3,948	\$4,083	\$4,218	\$4,353	\$4,488	\$4,623	\$4,758	\$4,893	\$5,021
RAD SYS ANA	\$3,280	\$3,421	\$3,562	\$3,703	\$3,844	\$3,985	\$4,126	\$4,267	\$4,408	\$4,549	\$4,690	\$4,831	\$4,972	\$5,113	\$5,247
SY PRG 1	\$3,826	\$3,990	\$4,154	\$4,318	\$4,482	\$4,646	\$4,810	\$4,974	\$5,138	\$5,302	\$5,466	\$5,630	\$5,794	\$5,958	\$6,122
SY PRG 2	\$4,553	\$4,748	\$4,943	\$5,138	\$5,333	\$5,528	\$5,723	\$5,918	\$6,113	\$6,308	\$6,503	\$6,698	\$6,893	\$7,088	\$7,284
SY PRG 3	\$4,921	\$5,132	\$5,343	\$5,554	\$5,765	\$5,976	\$6,187	\$6,398	\$6,609	\$6,820	\$7,031	\$7,242	\$7,453	\$7,664	\$7,874
SY PRG 4	\$5,321	\$5,549	\$5,777	\$6,005	\$6,233	\$6,461	\$6,689	\$6,917	\$7,145	\$7,373	\$7,601	\$7,829	\$8,057	\$8,285	\$8,515
TELECOM DIR	\$3,868	\$4,034	\$4,200	\$4,366	\$4,532	\$4,698	\$4,864	\$5,030	\$5,196	\$5,362	\$5,528	\$5,694	\$5,860	\$6,026	\$6,189
TELECOM MGR	\$3,280	\$3,421	\$3,562	\$3,703	\$3,844	\$3,985	\$4,126	\$4,267	\$4,408	\$4,549	\$4,690	\$4,831	\$4,972	\$5,113	\$5,247
WEB DEV 1	\$3,278	\$3,419	\$3,560	\$3,701	\$3,842	\$3,983	\$4,124	\$4,265	\$4,406	\$4,547	\$4,688	\$4,829	\$4,970	\$5,111	\$5,245
WEB DEV 2	\$3,723	\$3,883	\$4,043	\$4,203	\$4,363	\$4,523	\$4,683	\$4,843	\$5,003	\$5,163	\$5,323	\$5,483	\$5,643	\$5,803	\$5,958

## FY 2007-08 SALARY COMPRESSION IMPLEMENTATION

### EXAMPLES

#### Employee A

Secretary with 11 years of total state service and monthly salary of \$1,782 as of June 30, 2007

\$1,782	June 30, 2007 monthly salary
\$1,835	Fiscal Year 07-08 salary after 3% general increase
\$1,962*	Fiscal Year 07-08 salary after compression adjustment

#### \*Calculation Steps

1. Determine the full implementation rate for a Secretary (salary grade 14) with 11 years total state service from the Attachment A rate chart. This amount is \$2,088.
2. Subtract the monthly difference between the full implementation rate of \$2,088 and the employee's salary after the 3% general increase, which is \$1,835. ( $\$2,088 - \$1,782 = \$253$ ).
3. Multiply \$253 by 50% to calculate half of the full remaining implementation amount. ( $\$253 \times .50 = \$127$ ).
4. Add \$127 to Employee A's monthly salary after the 3% general increase. ( $\$1,835 + \$127 = \$1,962$ ).

The total percent increase Employee A will receive from both the 3% general increase and the FY 07-08 compression adjustment) is 10.1%.

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#### Employee B

Accountant 2 with 6 years of total state service and monthly salary of \$2,855 as of June 30, 2007

\$2,855	June 30, 2007 monthly salary
\$2,941	Fiscal Year 07-08 salary after 3% general increase
\$3,064*	Fiscal Year 07-08 salary after compression adjustment

#### \*Calculation Steps

5. Determine the full implementation rate for an Accountant 2 (salary grade 26) with 6 years total state service from the Attachment A rate chart. This amount is \$3,187.
6. Subtract the monthly difference between the full implementation rate of \$3,187 and the employee's salary after the 3% general increase, which is \$2,941. ( $\$3,187 - \$2,941 = \$246$ ).
7. Multiply \$246 by 50% to calculate half of the full remaining implementation amount. ( $\$246 \times .50 = \$123$ ).
8. Add \$123 to Employee B's monthly salary after the 3% general increase. ( $\$2,941 + \$123 = \$3,064$ ).

The total percent increase Employee B will receive from both the 3% general increase and the FY 07-08 compression adjustment) is 7.3%.